

## Surveys on International Talent Pipelines

Institute for Progress and NAFSA: Association of International Educators

September 15, 2025

In August and September 2025, the Institute for Progress and NAFSA: Association of International Educators conducted three surveys to understand the international student talent pipeline and how employers use the H-1B program to hire international talent:

1. The [Current Students Survey](#) surveyed 1,039 current graduate students and postdoctoral fellows on F-1 or J-1 visas about how policy changes would affect their decision to stay in the United States and their decision to come to the United States in the first place. It was distributed August 22 to September 12, 2025 by the nation's professional science societies, led by the American Physical Society, and the National Postdoctoral Association, as these organizations have international graduate students and international postdocs among their members. Responding students and postdocs were from private colleges and universities 27% of the time, while 73% were from public higher ed institutions, and were distributed among small, medium, and large colleges and universities with 7% small, 38% medium, and 55% large.
2. The [Prospective Students Survey](#) surveyed 611 prospective international students about their decision to come to the United States. It was distributed by three large organizations who recruit international students from outside the US to attend college all over the world - IDP Education (Australian company founded 1969), StudyPortals (Dutch company founded 2009), and ApplyBoard (Canadian company founded 2015). For two of the organizations, the survey was available August 13 to September 12, 2025 and for one the survey closed September 1, 2025. 19% of responding prospective students were considering whether to seek a Bachelor's degree in the United States, 50% of respondents were considering a Masters-level degree program, and 18% were considering enrolling in a PhD (the rest considered other programs like JD or MBA programs, or were unsure).
3. The [H-1B Employer Survey](#) collected information from a variety of different types of employers that use the H-1B program. It was distributed by the US Chamber of Commerce, the American Immigration Lawyers Association, the Compete America Coalition, and the College and University Professional Association for Human Resources, and was available August 13 to September 12, 2025. The survey received responses from 75 employers, with 31% filing fewer than 5 H-1B petitions annually, 43% filing between 5 and 99 petitions each year, and 27% annually filing 100 or more petitions. 5% of respondents were start up firms and 41% were institutions of higher education in their role as employer. Responding employers in industry were 33% small companies, 43% medium sized companies, 24% large multinational firms.

For more information on these surveys, please contact Jeremy Neufeld ([jeremy@ifp.org](mailto:jeremy@ifp.org)) and Amy Nice ([amy@ifp.org](mailto:amy@ifp.org)).

<a href="#">A. Key Results</a>	<a href="#">2</a>
<a href="#">B. Current Student Survey</a>	<a href="#">4</a>
<a href="#">C. Prospective Students Survey</a>	<a href="#">13</a>
<a href="#">D. H-1B Employer Survey</a>	<a href="#">19</a>

## A. Key Results

### Current Students Survey (n=1,039)

- **The sample is highly educated.** The Current Students Survey focuses on graduate students and postdocs, with an overrepresentation of PhDs (49%) and postdocs (26%) and in STEM fields (35% are in physical or natural sciences, 19% are in biological and biomedical sciences, and 16% are in engineering), the very pipelines most tied to U.S. research and innovation.
- **Most current students and postdocs intend to stay in the United States.** Most current students and postdocs in the survey report that under current rules they will try to get another status after their F-1 or J-1, with 36% reporting they will “definitely” try to stay and another 28% reporting they will “probably” try to stay. Only 12% say they are definitely not trying to stay or will probably not try to stay; the remainder say they are not sure.
- **Ending Duration of Status would deter enrollment.** 49% of respondents said they would not have enrolled in the first place had Duration of Status been replaced with a fixed period of admission.
- **Ending OPT would deter enrollment and retention.** 54% of respondents said they would not have enrolled in the first place had OPT been rescinded. 57% of the master’s students who said they are currently likely to try to stay and get another visa under current rules say that if OPT were rescinded, they would be unlikely to try and stay. For PhDs currently likely to stay, 49% say they would be unlikely to try to stay. 33% of postdocs would change their intention to try to stay.
- **Awarding H-1Bs by seniority would deter enrollment and retention.** 53% of respondents said they would not have enrolled in the first place if access to H-1B was determined by Wage Levels. 48% of the master’s students who said they are currently likely to try to stay and get another visa under current rules say that if H-1Bs were instead determined by Wage Levels, they would not try and stay. For PhDs currently likely to stay, 52% say they are unlikely to try to stay if their decision if H-1Bs were prioritized by Wage Level. 38% of postdocs would change their intention to try to stay.

#### Prospective Students Survey (n=611)

- **Most surveyed prospective students want to come to the United States.** 67% of the respondents say they will either “definitely” (44%) or “probably” (24%) choose to enroll in the United States. 22% said they are unsure. Those interested in advanced education were the least sure they would come to the United States; 81% of prospective bachelor’s students said they were likely to enroll in the United States, compared to 63% of prospective master’s students and 59% of prospective PhDs.
- **Ending Duration of Status would deter enrollment.** 16% fewer respondents said they were likely to enroll in U.S. programs if Duration of Status were replaced with a fixed period of admission (57%) compared to the current rules (67%).
- **Ending OPT would deter enrollment.** 29% fewer respondents said they were likely to enroll in U.S. programs if OPT were rescinded (48%) compared to the current rules (67%).
- **Awarding H-1Bs by seniority would deter enrollment.** 6% fewer respondents said they were likely to enroll in U.S. programs if H-1Bs were instead determined by Wage Levels. The deterrent is stronger at lower levels of education, with 7% of prospective bachelor’s and master’s currently likely to enroll saying they would be likely *not* to enroll under the change, compared to 2% of prospective PhDs likely to enroll under the status quo.

#### H-1B Employer Survey (n=75)

- **International students are a major source of H-1B talent.** 63% of cap-subject respondents report that at least half of their initial H-1Bs are on behalf of F-1 students at U.S. universities (with or without OPT). 56% of cap-exempt respondents also report that at least half of their initial H-1Bs are on behalf of F-1 students at U.S. universities.
- **Graduates from US institutions are disproportionately paid at entry-level Wage Level 1, disfavored by Wage Level prioritization.** Employers file entry-level “Level 1” petitions for F-1 students at greater rates than for non-students: 46% of cap-subject respondents report that at least a quarter of their H-1Bs filed on behalf of F-1 students are at LCA Level 1, compared to only 30% for all H-1Bs. For petitions filed on behalf of workers with US advanced (master’s or above) degrees, 41% of cap-subject employers report filing at least a quarter at Level 1.

## B. Current Student Survey

1. If you are in the US on either F-1 or J-1 status (including OPT, STEM OPT, or Academic Training), what type of program are you in or recently completed?

Program type	Number
PhD degree	510
Postdoctoral fellowship	271
Master's degree	151
Bachelor's degree	84
Professional degree (MBA, JD, MD)	20
Joint professional degree program (JD/MBA, MD/PhD, etc)	3

2. What field best describes the program in which you are (or were recently) enrolled?

Field of study	Number
Physical or natural sciences	361
Biological and biomedical sciences	196
Engineering	170
Social sciences	75
Computer and information sciences	70
Business	49
Other science fields	41
Humanities and arts	31
Mathematics and statistics	22
Education	16
Other non-science and non-engineering fields	8

3. Under the current rules, how likely are you to try to stay in the US on another status after your F-1 or J-1 program?

<b>Likelihood of trying to stay</b>	<b>Total</b>	<b>Master's</b>	<b>PhD</b>	<b>Postdocs</b>
Definitely yes—Very likely I will try and stay.	369	53	182	90
Probably yes—More likely than not I will try and stay.	293	50	155	66
Not sure, I would need to think more or learn more before deciding	253	35	126	63
Probably no—More likely than not I will not try and stay.	78	12	27	32
Definitely no—Very unlikely I will try and stay	46	1	20	20

4. Think back to your decision to enroll in a US program. If the US required you to leave after a fixed period (no more than 4 years) unless you apply and pay for an extension, instead of staying until your program ends, how likely would you have enrolled in a degree program in the US?

<b>Answer</b>	<b>Total</b>	<b>Master's and likely to stay under status quo</b>	<b>PhD and likely to stay under status quo</b>	<b>Postdoc and likely to stay under status quo</b>
Probably no, I would most likely choose not to enroll in a degree in the US.	324	30	104	35
Not sure, I would need to think more or learn more before deciding.	303	21	101	62
Definitely no, I would not choose to enroll in a degree in the US.	181	22	62	16
Probably yes, I would most likely choose to enroll in a degree in the US.	148	16	40	23
Definitely yes, I would choose to enroll in a degree in the US.	83	14	30	20

5. Think back to your decision to enroll in a US program. If there were no work permission (OPT) after graduation for F-1 students, how likely would you have been to enroll in a degree-granting program in the US?

<b>Answer</b>	<b>Total</b>	<b>Master's and likely to stay under status quo</b>	<b>PhD and likely to stay under status quo</b>	<b>Postdoc and likely to stay under status quo</b>
Probably no, I would most likely choose not to enroll in a degree in the US.	338	29	122	38
Definitely no, I would not choose to enroll in a degree in the US.	274	43	92	32
Not sure, I would need to think more or learn more before deciding.	226	12	69	57
Probably yes, I would most likely choose to enroll in a degree in the US.	131	11	32	15
Definitely yes, I would choose to enroll in a degree in the US.	70	8	22	14

6. Think back to your decision to enroll in a US program. If eligibility to work for a for-profit employer after graduation were out of reach unless you are compensated at the highest levels and above the median wage for all Americans working in your occupation, including those most experienced, how likely would you have been to enroll in a degree-granting program in the US?

<b>Answer</b>	<b>Total</b>	<b>Master's and likely to stay under status quo</b>	<b>PhD and likely to stay under status quo</b>	<b>Postdoc and likely to stay under status quo</b>
Probably no, I would most likely choose not to enroll in a degree in the US.	333	29	118	51
Not sure, I would need to think more or learn more before deciding.	297	22	88	51
Definitely no, I would not choose to enroll in a degree in the US.	216	34	70	23
Probably yes, I would most likely choose to enroll in a degree in the US.	131	9	40	21
Definitely yes, I would choose to enroll in a degree in the US.	62	9	21	10

7. Now think about your choices going forward. If the US changed its policies so that no post-completion employment authorization were permitted as part of the F-1 visa status (OPT), how likely would you be to try to stay in the US on another status after your F-1 or J-1 program?

<b>Answer</b>	<b>Total</b>	<b>Master's and likely to stay under status quo</b>	<b>PhD and likely to stay under status quo</b>	<b>Postdoc and likely to stay under status quo</b>
Probably no, More likely than not I will not try and stay	336	34	109	34
Not sure, I would need to think more or learn more before deciding.	289	17	99	52
Definitely no, Very unlikely I will try and stay	228	25	56	18
Probably yes, More likely than not I will try and stay	112	13	37	34
Definitely yes, Very likely I will try and stay	74	14	36	18

8. Think again about your choices going forward. If the US changed its policies so that eligibility to work for a for-profit employer after graduation may be out of reach unless you are compensated at the highest levels and above the median wage for all Americans working in your occupation, including those most experienced, how likely would you be to try to stay in the US on another status after your F-1 or J-1 program?

<b>Answer</b>	<b>Total</b>	<b>Master's and likely to stay under status quo</b>	<b>PhD and likely to stay under status quo</b>	<b>Postdoc and likely to stay under status quo</b>
Probably no, More likely than not I will not try and stay	351	30	121	40
Not sure, I would need to think more or learn more before deciding.	287	25	88	51
Definitely no, Very unlikely I will try and stay	204	19	55	19
Probably yes, More likely than not I will try and stay	138	15	46	35
Definitely yes, Very likely I will try and stay	59	14	27	11

9A. In order for this survey to be useful it is necessary to know how respondents are distributed, so please share information about the school where you are currently enrolled or where you recently completed your program.

<b>Answer</b>	<b>Total</b>
A public school (primarily funded by the State where located)	759
A private school	280

9B. Institution size. Is your institution's total full-time student population, including all degree levels:

<b>Answer</b>	<b>Total</b>
Large - over 25,000	570
Medium - over 5,500 but under 25,000	399
Small - under 5,500	70

## C. Prospective Students Survey

1. Under the current rules, how likely are you to enroll in a degree program in the US?

Answer	Total	Bachelor's	Master's	PhD
Definitely yes, I would choose to enroll in a degree in the US.	268	60	129	46
Probably yes, I would most likely choose to enroll in a degree in the US.	144	36	64	20
Not sure, I would need to think more or learn more before deciding.	137	18	76	31
Probably no, I would most likely choose not to enroll in a degree in the US.	42	4	26	7
Definitely no, I would not choose to enroll in a degree in the US.	20	1	10	7

2. If the US required you to leave after a fixed period (no more than 4 years) unless you apply and pay for an extension, instead of staying until your program ends, how likely are you to enroll in a degree program in the US?

Answer	Total	Likely to enroll in Bachelor's program under status quo	Likely to enroll in Master's program under status quo	Likely to enroll in PhD program under status quo
Definitely yes, I would choose to enroll in a degree in the US.	213	43	96	34
Not sure, I would need to think more or learn more before deciding.	149	18	37	15
Probably yes, I would most likely choose to enroll in a degree in the US.	134	29	45	17
Probably no, I would most likely choose not to enroll in a degree in the US.	79	3	7	0
Definitely no, I would not choose to enroll in a degree in the US.	36	3	8	0

3. If there were no work permission (OPT) after graduation for F-1 students, how likely are you to enroll in a degree program in the US?

<b>Answer</b>	<b>Total</b>	<b>Likely to enroll in Bachelor's program under status quo</b>	<b>Likely to enroll in Master's program under status quo</b>	<b>Likely to enroll in PhD program under status quo</b>
Definitely yes, I would choose to enroll in a degree in the US.	169	40	77	24
Not sure, I would need to think more or learn more before deciding.	135	13	40	17
Probably yes, I would most likely choose to enroll in a degree in the US.	114	24	35	18
Probably no, I would most likely choose not to enroll in a degree in the US.	94	10	21	3
Definitely no, I would not choose to enroll in a degree in the US.	79	5	16	2

4. If you could only get an H-1B work visa after graduation for a job that pays at the highest levels and is also above the average wage paid in your field, including compared to the most experienced workers, how likely are you to enroll in a degree program in the US?

Answer	Total	Likely to enroll in Bachelor's program under status quo	Likely to enroll in Master's program under status quo	Likely to enroll in PhD program under status quo
Definitely yes, I would choose to enroll in a degree in the US.	284	52	109	41
Probably yes, I would most likely choose to enroll in a degree in the US.	156	27	52	15
Not sure, I would need to think more or learn more before deciding.	105	10	18	9
Probably no, I would most likely choose not to enroll in a degree in the US.	45	4	12	1
Definitely no, I would not choose to enroll in a degree in the US.	21	3	2	0

5. If you are thinking about studying in the US, what type of program are you considering?

Answer	Total
Master's degree	305
Bachelor's degree	119
PhD degree	111
Professional degree (MBA, JD, MD)	39
Joint professional degree program (JD/MBA, MD/PhD, etc)	20
Other	9
Not sure	4
Postdoctoral fellowship	4

6. What subject area are you interested in for your US degree, fellowship or academic research?

Answer	Total
Computer and information sciences	169
Business	135
Engineering	127
Physical or natural sciences	104
Social sciences	103
Biological and biomedical sciences	100
Other science fields	97
Education	76
Humanities and arts	74
Mathematics and statistics	63
Other non-science and non-engineering fields	57

## D.H-1B Employer Survey

Question 1: Approximately what percentage of your organization's H-1B petitions were filed for beneficiaries holding some US immigration status?

1A. What percentage of filed H-1B petitions were for international students at a US university, in F-1 status (either with or without OPT or STEM OPT)?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	18	9	9	5	13	6	8	4	9	4	5
Number answering 25-49%	11	6	5	3	8	6	4	1	1	3	7
Number answering 50-74%	19	9	10	1	18	6	2	11	2	8	9
Number answering 75-100%	24	10	14	4	20	12	11	1	11	3	10
Number saying their organization cannot estimate	3	3	0	0	3	2	0	1	0	2	1

1B. What percentage of filed H-1B petitions were for L-1 or TN nonimmigrants?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	61	34	27	11	50	25	24	12	22	13	26
Number answering 25-49%	9	0	9	2	7	4	0	5	0	4	5
Number answering 50-74%	0	0	0	0	0	0	0	0	0	0	0
Number answering 75-100%	2	0	2	0	2	1	1	0	1	1	0
Number saying their organization cannot estimate	3	3	0	0	3	2	0	1	0	2	1

1C. What percentage of filed H-1B petitions were for J-1 nonimmigrants?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	64	29	35	13	51	25	24	15	23	15	26
Number answering 25-49%	3	3	0	0	3	2	0	1	0	1	2
Number answering 50-74%	2	2	0	0	2	1	1	0	0	0	2
Number answering 75-100%	1	0	1	0	1	1	0	0	0	1	0
Number saying their organization cannot estimate	5	3	2	0	5	3	0	2	0	3	2

1D. What percentage of filed H-1B petitions were for nonimmigrants on another status besides F-1, J-1, L-1, or TN?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	58	25	33	9	49	22	22	14	21	12	25
Number answering 25-49%	5	3	2	3	2	2	1	2	0	3	2
Number answering 50-74%	5	4	1	0	5	4	0	1	0	2	3
Number answering 75-100%	3	2	1	1	2	1	2	0	2	1	0
Number saying their organization cannot estimate	4	3	1	0	4	3	0	1	0	2	2

1E. What percentage of filed H-1B petitions were for individuals outside the United States who do not hold any US immigration status?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	62	28	34	11	51	25	22	15	20	15	27
Number answering 25-49%	4	3	1	0	4	3	0	1	0	1	3
Number answering 50-74%	0	0	0	0	0	0	0	0	0	0	0
Number answering 75-100%	5	3	2	2	3	1	3	1	3	2	0
Number saying their organization cannot estimate	4	3	1	0	4	3	0	1	0	2	2

1F. What percentage of filed H-1B petitions were requesting consular notification, regardless of whether the beneficiary held a US immigration status or was in the US at the time of petition filing?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	41	25	16	8	33	15	16	10	16	10	15
Number answering 25-49%	6	1	5	1	5	1	2	3	0	3	3
Number answering 50-74%	2	0	2	0	2	0	1	1	0	1	1
Number answering 75-100%	2	1	1	0	2	2	0	0	0	1	1
Number saying their organization cannot estimate	10	7	3	1	9	6	1	3	2	2	6

Question 2. *Approximately* what percentage of your organization's H-1B petitions filed were for beneficiaries who had earned a **Master's degree or above from a US university?**

What percentage of filed H-1B petitions were for US Master's and above?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	12	2	10	4	8	3	5	4	6	3	3
Number answering 25-49%	3	0	3	1	2	0	2	1	1	1	1
Number answering 50-74%	19	5	14	2	17	11	2	6	2	8	9
Number answering 75-100%	36	26	10	6	30	16	16	4	14	5	17
Number saying their organization cannot estimate	5	4	1	0	5	2	0	3	0	3	2

Question 3. Approximately what percentage of all your H-1B petitions were filed for beneficiaries with an LCA identifying a Level 1, 2, 3, and 4 wage?

3A. What percentage of filed H-1B petitions were at Level 1?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	36	10	26	11	25	11	17	8	15	6	15
Number answering 25-49%	8	1	7	0	8	4	1	3	0	4	4
Number answering 50-74%	8	7	1	0	8	5	1	2	1	2	5
Number answering 75-100%	15	12	3	2	13	7	5	3	4	4	7
Number saying their organization cannot estimate	8	7	1	0	8	5	1	2	3	4	1

3B. What percentage of filed H-1B petitions were at Level 2?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	31	22	9	4	27	12	11	8	10	5	16
Number answering 25-49%	16	5	11	3	13	8	4	4	5	5	6
Number answering 50-74%	11	1	10	3	8	5	2	4	0	5	6
Number answering 75-100%	9	2	7	3	6	2	7	0	5	1	3
Number saying their organization cannot estimate	8	7	1	0	8	5	1	2	3	4	1

3C. What percentage of filed H-1B petitions were at Level 3?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	50	26	24	9	41	19	18	13	17	13	20
Number answering 25-49%	12	2	10	2	10	5	5	2	2	1	9
Number answering 50-74%	3	1	2	1	2	2	0	1	0	1	2
Number answering 75-100%	2	1	1	1	1	1	1	0	1	1	0
Number saying their organization cannot estimate	8	7	1	0	8	5	1	2	3	4	1

3D. What percentage of filed H-1B petitions were at Level 4?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	59	28	31	13	46	23	21	15	18	15	26
Number answering 25-49%	5	1	4	0	5	2	3	0	2	0	3
Number answering 50-74%	1	0	1	0	1	0	0	1	0	0	1
Number answering 75-100%	2	1	1	0	2	2	0	0	0	1	1
Number saying their organization cannot estimate	8	7	1	0	8	5	1	2	3	4	1

Question 4. Think of the people you sponsor for H-1B status who are currently in F-1 status (regardless of degree-level or whether the individual is currently on OPT or STEM OPT or requesting a Change of Status in the US). Approximately what fraction of all F-1 nonimmigrants for whom you file an H-1B petition had an LCA identifying each of the four wage classes?

4A. What percentage of filed H-1B petitions for F-1 nonimmigrants were at Level 1?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	29	10	19	8	21	7	17	5	15	4	10
Number answering 25-49%	8	2	6	1	7	4	1	3	0	3	5
Number answering 50-74%	8	2	6	1	7	4	1	3	1	3	4
Number answering 75-100%	18	14	4	2	16	11	4	3	3	5	10
Number saying their organization cannot estimate	12	9	3	1	11	6	2	4	4	5	3

4B. What percentage of filed H-1B petitions for F-1 nonimmigrants were at Level 2?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	36	23	13	7	29	16	15	5	13	5	18
Number answering 25-49%	10	1	9	2	8	3	1	6	2	7	1
Number answering 50-74%	6	0	6	0	6	3	1	2	0	1	5
Number answering 75-100%	10	3	7	3	7	3	6	1	4	2	4
Number saying their organization cannot estimate	13	10	3	1	12	7	2	4	4	5	4

4C. What percentage of filed H-1B petitions for F-1 nonimmigrants were at Level 3?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	55	27	28	12	43	23	20	12	18	12	25
Number answering 25-49%	4	0	4	0	4	0	3	1	1	0	3
Number answering 50-74%	2	0	2	0	2	1	0	1	0	2	0
Number answering 75-100%	1	0	1	0	1	1	0	0	0	1	0
Number saying their organization cannot estimate	13	10	3	1	12	7	2	4	4	5	4

4D. What percentage of filed H-1B petitions for F-1 nonimmigrants were at Level 4?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	59	26	33	12	47	24	21	14	18	14	27
Number answering 25-49%	1	0	1	0	1	0	1	0	0	0	1
Number answering 50-74%	0	0	0	0	0	0	0	0	0	0	0
Number answering 75-100%	2	1	1	0	2	1	1	0	1	1	0
Number saying their organization cannot estimate	13	10	3	1	12	7	2	4	4	5	4

Question 5. Think of the people you sponsor for H-1B status who have Master's degrees or higher from a US institution (regardless of whether the petition was filed as part of the regular 65,000 cap or the 20,000 US Master's or above cap, or filed by a cap-exempt employer). Approximately what percentage of those H-1B petitions you filed for beneficiaries with a US Master's or above had an LCA identifying each Level 1, 2, 3, and 4 wages?

5A. What percentage of H-1B petitions for US Master's and above beneficiaries were filed at Level 1?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	30	10	20	10	20	8	16	6	15	6	9
Number answering 25-49%	11	1	10	1	10	7	3	1	1	2	8
Number answering 50-74%	9	7	2	0	9	4	1	4	0	3	6
Number answering 75-100%	14	12	2	2	12	7	4	3	4	5	5
Number saying their organization cannot estimate	11	7	4	0	11	6	1	4	3	4	4

5B. What percentage of H-1B petitions for US Master's and above beneficiaries were filed at Level 2?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	33	23	10	3	30	14	11	8	10	7	16
Number answering 25-49%	11	4	7	4	7	5	4	2	4	3	4
Number answering 50-74%	12	1	11	2	10	6	4	2	1	3	8
Number answering 75-100%	8	2	6	4	4	1	5	2	5	3	0
Number saying their organization cannot estimate	11	7	4	0	11	6	1	4	3	4	4

5C. What percentage of H-1B petitions for US Master's and above beneficiaries were filed at Level 3?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	48	26	22	10	38	17	18	13	17	13	18
Number answering 25-49%	11	3	8	1	10	7	4	0	2	0	9
Number answering 50-74%	2	0	2	0	2	1	0	1	0	2	0
Number answering 75-100%	3	1	2	2	1	1	2	0	1	1	1
Number saying their organization cannot estimate	11	7	4	0	11	6	1	4	3	4	4

5D. What percentage of H-1B petitions for US Master's and above beneficiaries were filed at Level 4?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Number answering 0-24%	55	28	27	13	42	20	21	14	18	14	23
Number answering 25-49%	5	0	5	0	5	3	2	0	1	1	3
Number answering 50-74%	1	0	1	0	1	1	0	0	0	0	1
Number answering 75-100%	3	2	1	0	3	2	1	0	1	1	1
Number saying their organization cannot estimate	11	7	4	0	11	6	1	4	3	4	4

Question 6. Does your organization use alternative compensation methods that don't generate guaranteed levels of additional annual compensation, such as performance awards, stock appreciation rights, stock options, or stock units?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
No	48	33	15	7	41	18	20	10	19	12	17
Yes	27	4	23	6	21	14	5	8	4	8	15

Question 7. Choose one that best describes your organization size:

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
<b>Large organization (over 1,000 but under 25,000 employees, either in the US or globally)</b>	32	20	12	4	28	3	8	21
<b>Small or medium sized organization with under 1,000 employees in the US</b>	25	11	14	7	18	19	0	6
<b>Very large multinational organization (more than 25,000 employees globally)</b>	18	6	12	2	16	1	12	5

Question 8. Choose one that best describes your organization's use of the H-1B program:

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)
<b>Our organization files 5 or more H-1B petitions annually for initial H-1B status, but less than 100</b>	32	16	16	4	28	21	6	5
<b>Our organization files 1 to 4 H-1B petitions each year for initial H-1B status</b>	23	12	11	6	17	3	19	1
<b>Our organization files 100 or more initial H-1B petitions annually for initial H-1B status.</b>	20	9	11	3	17	8	0	12

Question 9: Which of the following best describes your organization?

	Total	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Cap-subject organization that is for-profit	37	8	29	12	14	11	10	11	16
Other cap-exempt organization	2	1	1	1	1	0	1	0	1
Cap-exempt nonprofit research organization	4	0	4	2	2	0	1	0	3
Cap-exempt university or affiliated organization	31	4	27	17	8	6	10	9	12
Cap-subject organization that is not-for-profit	1	0	1	0	0	1	1	0	0

Question 10: Which of the following best describes your organization:

	Total	Cap-exempt employers	Cap-subject employers	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
NOT an H-1B dependent employer	62	32	30	28	18	16	17	17	28
H-1B dependent employer	13	5	8	4	7	2	6	3	4

Question 11: What industry best describes your organization?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
Construction	1	0	1	0	1	1	0	0	1	0	0
Educational Services	32	32	0	3	29	18	8	6	10	9	13
Finance and Insurance	4	0	4	1	3	2	0	2	1	1	2
Health Care and Social Assistance	3	0	3	0	3	1	1	1	0	0	3
Information: Computing Infrastructure Providers, Data Processing, Web Hosting, and Related Services	8	0	8	0	8	1	2	5	1	4	3
Information: Software publishers	5	1	4	3	2	1	4	0	2	1	2
Manufacturing	2	0	2	1	1	2	0	0	0	0	2
Mining, Quarrying, and Oil and Gas Extraction	1	0	1	0	1	0	1	0	1	0	0
Other information	3	1	2	1	2	0	2	1	2	0	1
Other Services (except Public Administration)	2	0	2	0	2	0	2	0	2	0	0
Professional, Scientific, and Technical Services	14	3	11	4	10	6	5	3	3	5	6

Question 12: Is your organization a startup?

	Total	Cap-exempt employers	Cap-subject employers	H-1B dependent employer	Non-dependent employer	Large organization (1,000-24,999 employees)	Small or medium-sized organization (<1,000 employees)	Very large organization (at least 25,000 employees)	Files 1-4 initial H-1Bs per year	Files 100 or more initial H-1Bs per year	Files 5-99 initial H-1Bs per year
<b>No, we are not a startup</b>	71	37	34	12	59	31	22	18	21	20	30
<b>Yes, we are a startup</b>	4	0	4	1	3	1	3	0	2	0	2